

The Twig of the Branch



Branch 1477 West Coast Florida Letter Carriers



Serving:

**St. Petersburg — Largo — Dunedin — Pinellas Park — Indian Rocks Beach
Punta Gorda — Englewood — Bradenton Beach — Palmetto — Ellenton**

VOLUME 663

VOICE OF BRANCH 1477

AUGUST, 2025

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PRESIDENT'S REPORT

By President Joe Henschen

Twitter @ JaHe1

*Congratulations to the Branch 1477, 2025 George B. and Annie R. Elliott, Branch 1477 Scholarship winners: **Gianna LaCert**, daughter of Seminole Retiree Don LaCert, and **Andy Xayadeth**, Son of St. Petersburg Carrier Annalisa Lamb.*

*The Winner of the Bernard "Bernie" Baxley Scholarship was won by **Andy Xayadeth**, Son of St. Petersburg Carrier Annalisa Lamb.*

***Raynalis Gomez**, daughter of Pinellas Park Carrier Haydee Malave was drawn as the alternates for both Scholarships.*

With the Nolan Award released in March came broad brush strokes about the new provisions. Information on the interpretation of some of the new provisions are being released on the NALC Website. Much of the information we receive however is provided by Region 9 National Business and his staff and a weekly Web Ex Seminar for Presidents and Officer's in the Branches in our Region. As the Q&A's are being released I thought it good to reproduce some of the intent here this month.

Article 8 Questions and Answers

There are two Regular Overtime Desired Lists (ODLs):

Regularly Scheduled Day ODL (RSD) – Available for up to 12 hours per day on any of the five regularly scheduled days in a service week.

Non-Scheduled Day ODL (NSD) - Available for 8 hours of overtime only on their non – scheduled days. (Exception: up to 12 hours per non-scheduled day if both ODLs are signed)

NEXT BRANCH MEETING AT THE HALL AND VIA ZOOM: THURSDAY, AUGUST 14, 2025

1. If a Letter Carrier signs both the non-scheduled day ODL and the regularly scheduled day ODL, can they remove their name from one list during the quarter and still be on the other list?

Yes. Once a Carrier signs a list, their name remains on the list from quarter to quarter until the Carrier asks that it be removed in writing. Carriers may remove their names from a list at any time during the quarter.

2. If a Letter Carrier signs both the non-scheduled day ODL and the regularly scheduled day ODL, can they work 12 hours on their non-scheduled day.

Yes. A Letter Carrier on the non – scheduled day ODL must also be on regularly scheduled day ODL to be eligible for work beyond 8 hours on their non – scheduled day.

3. If a Letter Carrier signs both the non-scheduled day ODL and the regularly scheduled day ODL, and they work beyond 8 hours on their non-scheduled day, how is it tracked for equitability?

If a Letter Carrier has signed both ODLs, any hours worked beyond 8 hours on their non-scheduled day will be tracked for equitability purposes on the regularly scheduled day list.

4. Can a Work Assignment List Letter Carrier volunteer to work beyond 12 hours in a day and/or 60 hours in a service week?

Yes. However, they may only work overtime beyond 12 hours in a day and/or 60 hours in a service week performing work on their own assignment on regularly scheduled days. Volunteering to work beyond 12 hours in a day and/or 60 hours in a service week does not create any entitlement to work these hours

5. If a Work Assignment List Letter Carrier volunteers to work overtime beyond 12 hours in a day and/or 60 hours in a service week performing work on their own assignment, do they have the right to that overtime prior to working an ODL Letter Carrier?

No. Volunteering to work beyond 12 hours in a day and/or 60 hours in a service week does not create any entitlement to work these hours.

6. Does a Work Assignment List Letter Carrier have the right to refuse to work beyond 12 hours in a day and/or 60 hours in a service week and not be subject to disciplinary action?

Yes. The provisions of Article 8.5.G.3 apply to Work Assignment List Letter Carriers as well as those who sign one of the regular Overtime Desired Lists.

7. How will equitability be tracked?

Equitability will be tracked separately by list as follows:

1) Regularly Scheduled Day List - equitability will be tracked only among those Carriers who have signed up for the RSD list.

2) Non-Scheduled Day List - equitability will be tracked only among those Carriers who have signed up for the NSD list.

8. Can Letter Carriers sign up for Work Assignment overtime as well as the non-scheduled day ODL?

No. Employees cannot sign up for Work Assignment overtime and sign either of the regular Overtime Desired Lists. They have the option of:

3) only signing up for Work Assignment.

4) signing either one of the regular Overtime Desired Lists; or

5) signing both regular Overtime Desired Lists.

9. If a Full-time Letter Carrier who is on the Work Assignment List or the regularly scheduled day overtime desired list volunteers to work beyond 12 hours in a day and/or 60 hours in a service week, can they limit how much time they are volunteering to work, i.e. "I only volunteer for an additional hour"?

Yes. The amount of time the Letter

Carrier volunteers to work beyond 12 hours in a day and/or 60 hours in a service week is agreed upon between them and their supervisor.

10. If a Letter Carrier volunteers to work beyond 12 hours in a day and/or 60 hours in a service week, can they later change their mind?

Once the time is agreed upon and planned for, the expectation is that the Letter Carrier will complete the assigned work, barring an unanticipated circumstance (i.e. emergency or illness)

11. Will there be a sign-up sheet for Carriers who are volunteering to work beyond 12 hours in a day and/or 60 hours in a service week?

No.

12. Prior to forcing Non-ODL Letter Carriers to work overtime, must the Letter Carriers who have only signed the non-scheduled day ODL be maxed out to 12 hours on their non – scheduled day?

No. Letter Carriers who only sign the non-scheduled day ODL are only volunteering to be available for overtime up to 8 hours.

13. If ODL Letter Carriers volunteer to work beyond 12 hours in a day and/or 60 hours in a service week, must they be utilized for the volunteered amount of time prior to requiring those who are not on the ODL to work overtime?

No. Article 8.5.G states that full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve 12 hours in a day or sixty 60 hours in a service week. Volunteering to work beyond 12 hours in a day and/or 60 hours in a service week does not change this requirement nor does it create any entitlement or obligation to work beyond those hours.

New Employee Experience, Retention and Monitoring Program.

Schedule/Hour Restrictions/OT

1. Can the non-scheduled day for CCAs/PTFs be

moved?

Yes. The schedule must provide the anticipated non-scheduled day; however, the non-scheduled day can be moved to a later day in the week if a situation arises which requires the movement, and the employee receives proper notice; however, changes during the week to the scheduled day off should be an exception. Management should make every effort to adhere to the originally posted nonscheduled day.

2. Can CCAs/PTFs be worked beyond their workhour limits to provide auxiliary assistance to a Full-time Regular not on the Overtime Desired List or Work Assignment List (i.e., the Letter Carrier Paragraph)?

No. CCAs/PTFs that reach their workhour limits are unavailable to work.

3. When will the CCA/PTF schedule be posted?

The schedule for CCAs/PTFs must be posted no later than close of business on Wednesday of the preceding week.

4. Can a new employee's first day in their employing office, after Carrier Academy be on a Sunday?

No.

5. When can CCAs/PTFs be worked in a Sunday hub office other than their duty station?

Beginning in week 9. The MOU restricts the new employee to working only within their employing office for weeks 1 to 8.

6. Do the weekly work hour limits include Holiday pay and annual leave?

No. The MOU work hour limits refer to actual hours worked, but do not include any type of leave, paid or unpaid (e.g., annual holiday, LWOP).

7. When can CCAs and PTFs work seven days in a service week?

Beginning week 9, there are two situations in which a CCA and a PTF may work seven days in a service week.

1. CCAs and PTFs may volunteer to work a seventh day in a service week.

2. CCAs and PTFs are not guaranteed a non-scheduled day during the "penalty overtime exclusion period".

8. May CCAs/PTFs volunteer to work beyond the work hour limits?

No.

9. May the non-scheduled day of a CCA or PTF be on a holiday?

Yes, this would satisfy the requirement of the employee being guaranteed a non-scheduled day each week.

10. If a CCA or PTF is converted to Full-time status prior to reaching journey week 12, do the workhour restrictions of the program still apply to them?

No, the program only applies to CCAs and PTFs. Once a Letter Carrier becomes a Full – time employee, they have other rights afforded to them within the collective bargaining agreement.

I can report that the reception on the workroom floor has been encouraging. After Thursday's General Membership we have a lot of employees wanting to mentor and train our newly onboarded employees. With prior retention number in the 25% range. This is going to be a positive move for the future of our craft. I look forward to the changes in our future members success.



Hubble's Troubles

*By Executive Vice President,
Chris Hubble*

Hydration Is Not a Substitute for Safe Working Conditions.....

Hydration, while important, cannot fully protect USPS workers in the Florida heat. When the body is unable to cool itself efficiently through sweating due to prolonged heat exposure, workers are at risk of heat exhaustion, heat stroke, or even fatal organ failure. A meta-analysis on occupational heat stress found that workplace conditions such as those faced by USPS workers could result in long-term health complications, including cardiovascular strain and kidney damage, particularly if exposure is repeated or prolonged (Kjellstrom et al., 2016).

In 2022 alone, OSHA investigated multiple heat-related deaths and hospitalizations among USPS

employees. The fatalities highlight how even “hydrated” workers succumb to extreme heat when environmental controls, such as air conditioning, are absent (OSHA, 2023).

Hydration is one tool among many to combat heat, but it is not sufficient in isolation. Even with adequate water, a worker's core body temperature can continue to rise if external temperatures are too high. Hyperthermia, a condition where the body absorbs more heat than it can expel, becomes a lethal risk when environmental temperatures approach or exceed body temperature (98.6°F). Prolonged exposure can impair cognitive function and judgment, making tasks like driving delivery vehicles even more dangerous (Gosling et al., 2017).

Simply telling workers to “stay hydrated” overlooks systemic safety obligations under OSHA's General Duty Clause, which requires employers to provide work environments free of recognized hazards likely to cause harm. OSHA guidelines explicitly identify engineering controls like air conditioning as a best practice for mitigating heat-related risks (OSHA, 2023).

To suggest that hydration alone is a sufficient response to extreme heat trivializes the lived experiences of USPS workers and the science of occupational health. Hydration is necessary, but it is not a substitute for providing demonstrable safe working conditions.

Reference, Mark Calee-Empathy...Power!

Steward Meeting Attendees

Meeting was held at on Zoom and led by President Joe Henschen and Executive Vice President Chris Hubble.

July 17th:

Laurann Rose, Scott Archbold, Eric Short, Anthony Roger, Jacob Lovelace, Wyatt Stribling, Nadir Alwani, Ken Domingos, Jody Dodd. Patrick Jacques, Erica Baker, Gary Johnson, Karen Peck, Scott Held, Devin Price, Javier Urrutia Daevid Brown, Donny DeMilta, Brian Andrews

Minutes of July 10, 2025 Membership Meeting

Beat the heat hydration challenge....

The Southern Area has officially announced the winner of the “3rd Annual Beat the Heat Hydration Challenge. Our very own, “**Historic**” **Open Air Post Office is declared the First Place Winner.** They won by working together to create their own “Hydration Station”. For their efforts, they won a water bottle station!



Meeting called to order at 7:00 p.m. by President Joe Henschen.

Invocation: by Greg Welsh.

Pledge of Allegiance: led by President Joe Henschen.

Minutes of previous meeting: Motion to accept previous minutes by Jim Bumbul, seconded by Scott Archbold. Motion passes.

Branch by Numbers: As of the latest dues roster, 769 Per Capita, with 743 deduct count pay. Retirees 561, (124 Gold Cards), 1330 Total Members.

President Henschen recognized **Kelly Bins** from Absolute Quality Interpreting Services.

Treasurer: Chuck Cavicchio—Read ending balances for June. Motion to accept Treasurer's Report was not asked for.

Director of Retiree Affairs: O.D. Elliott—Discussed the recent repeal of the Government Pension Offset and the impact on Civil Service Retired Branch members. O. D. shared that the repeal of the GPO would not effect a retiree that had never paid into social security however the member would be eligible for half of a spouse's benefit.

Director of Insurance: Tom Phillips—Clarified the TACS card being mailed to NALC PSMB plan members.

Trustees: Brian Andrews—Stated the Trustees are working to catch up past 2 audits.

Vice Presidents: Greg Welsh—Discussed on Branch organizing, touched on the New Employee Experience and Retention Program, and its importance.

Executive Vice President: Chris Hubble—

Welfare Report

Sad:

- Mickey Mikulis, Retiree St. Pete—Was diagnosed with cancer.
- Sandra Pagan, Carrier St. Pete—Father in the Hospital.
- Jillian Iulliucci, Carrier Gateway—Mother had emergency surgery.

- Annalisa Lamb, Carrier St. Pete—Mother fell and broke her arm.
- Chuck Cavicchio, Branch Treasurer—Had shoulder surgery.
- Ken Grasso, Branch Financial Secretary—Wife is hospitalized.

Glad:

- AJ Pollard, Carrier St. Petersburg—Daughter Louann accepted to University of Florida.
- St. Pete Beach Carriers returned to the Corey Ave location on 7/12/2025.
- Brian Andrews, Bradenton Beach—Reported he's happy for SPB but the drywall isn't installed in the BB office yet.

CCA Promotions:

- Ian Shelby—St. Pete
- Robert Goldman—St. Pete
- Austin Dailey—Largo
- Dawn Vest—Seminole
- Richard Hanson—Largo
- Nick Noce—Pinellas Park

New Hires:

- Becky Harrington—St. Pete
- Jill Stephanski—Dunedin
- Jaysia Dowling—St. Pete

Retirees:

- David La Barre—Largo
- Mark Curtis—Largo
- Herman Hernandez—St. Pete
- Michelle Lombardo—Largo

Grievance Workload Since our last meeting:

The Stewards have initiated 44 Informal A files appealing 24 to Formal A with and 3 appealed to Step B. Step B has returned a case resolving issues in multiple locations impacting 56 Carriers awarding \$3,063.00 for Management non-compliance with prior Step B Decisions.

Presidents Report

Food Drive, May 10th 1,058,483. A few extra Zeros appeared in the last month's Twig.

We have 3 remaining St. Petersburg offices without computers. I think it would be good to include Madeira, Gulfwinds and Crossroads in the mix. The Executive Board voted to recommend the purchase. Motion to accept the recommendation made by: Eric Short, seconded

by O.D. Elliott. Motion Passes.

Update, Vehicle Accident Lawsuit:

Filed in August of 2023 relating to the accident of August 2, 2022, on 6/20/2025 I received a call from State Farm Legal. I was informed that the suit had been settled paying out \$37k to the claimant stating that it was far beneath our policy limits. I was informed a letter would be mailed soon.

The Joint DRP Training conducted in late June was a big success. Region 9, RAA Ben Paul and USPS LRS Robin Cameron conducted two classes.

These efforts to conduct this training will go a long way toward resolving cases at the lowest possible level, expedite resolutions and back logged at Step B. Supervisors missing the Training, Northside MCS Goodloe, Crossroads Matt Comfort, Gulfwinds Andrew Fatolitis, Sean Heiter, Jenifer Schisler. Northside and Gulfwinds contributed half of all Grievance activity since we last met.

New Employee Experience and Retention Program Mentors, Stewards, supervisors, and all OJT's are required to attend a Zoom orientation.

Anyone wishing to serve as a Mentor, or OJI let me know. We have gotten the go ahead to begin training for these positions. **This is important.** The NALC is watching. If anyone is asked to participate in this training and the supervisor are walking around and not paying attention to the course material please advise me on this.

Additionally, Safety is looking for Ad Hoc (as needed) driver trainers, please reach out to me to pass your name on for any of these positions.

Scholarship Drawings

Congratulations to the Branch 1477, 2025 George B. and Annie R. Elliott, Branch 1477 Scholarship winners:

Gianna LaCert, daughter of Seminole Retiree Don LaCert, and **Andy Xayadeth**, son of St. Petersburg Carrier Annalisa Lamb.

The Winner of the Bernard "Bernie" Baxley Scholarship was won by **Andy Xayadeth**, son of St. Petersburg Carrier Annalisa Lamb.

Door Prize Drawing, Winner: Lotto Scratch off ticket

Patrick Jacques

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VICE PRESIDENT

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TRUSTEES:

Shiela Bradley. (813) 335-7783

Brian Andrews. (941) 807-5669

Patrick Jacques. (727) 218-2721

STEWARDS OF BRANCH 1477

St. Petersburg:

Crossroads 9	Jody Dodd	(727) 768-2562
Crossroads 10	Ken Domingos	(716) 598-1205
Euclid	Wyatt Stribling	(727) 480-6121
Gateway	Jillian Iuliucci	(727) 458-1623
Gulfwinds 7,11,15	Olbin Flores-Elvir	(913) 671-0397
Madeira Beach	Patrick Jacques	(727) 218-2721
Midtown 5	Al Baldwin	(727) 754-0199
Alt	Tony Cook	(727) 244-3194
Midtown 12	Gary Johnson	(316) 209-3764
Northside 2	Tiffany Naughton	(727) 642-5466
Northside 16	Javiar Urrutia	(813) 484-2499
Open Air	Nadir Alwani	(813) 305-6136
Alt	Scott Archbold	(727) 422-4766
St. Pete Beach	Laurann Rose	(727) 226-3291
St. Pete Main 13	Anthony Roger	(813) 574-9971
St. Pete Main 14	Alan Pollard	(727) 667-4254
Alt	Anthony Roger	(813) 574-9971

Bradenton Bch	Brian Andrews	(941) 807-5669
Dunedin	Scott Held	(727) 418-5742
Alt	Devin Price	(803) 944-2706
Ellenton	The Hall	(727) 531-1477
Englewood	Jon Robinson	(740) 919-7687
Indian Rocks Bch	Tim Cox	(727) 481-5348
Largo 71/78	Daavid Brown	(727) 657-5606
Largo 70/73	Karen Peck	(727) 418-1990
Palmetto	Sheldon Jones	(941) 580-1058
Pinellas Park 81/82	Javier Urrutia	(813) 484-2499
Punta Gorda	Erica Baker	(941) 661-5196
PC Annex	Erica Baker	(941) 661-5196
Seminole 72/74	Eric Short	(727) 251-9846
Alt	Donny DeMilta	(727) 430-4413
Seminole 76/77	Donny DeMilta	(727) 430-4413
Alt	Eric Short	(727) 251-9846

Congressional Liaisons:

District 13: Tom Phillips (727) 458-4127
District 15: Gene Carroll (727) 742-1640

The Twig of the Branch is published monthly by Branch 1477 West Coast Florida Letter Carriers. Articles and opinions printed herein are those of the writer and do not necessarily reflect those of Branch 1477 or the NALC. We invite all members to contribute material for possible publications. The editor reserves the right to edit or reject such material for reasons of good taste, legality, space, or the good of the Branch. Articles should be of general interest, be 350 words or less and be submitted by email to the branch by the 10th of the month.



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August, 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 Pinellas Park Retiree Breakfast	5 St. Pete Retiree Breakfast	6 Largo Retiree Breakfast	7 Executive Board Meeting	8	9
10	11	12	13	ZOOM ONLY General Membership	15	16
17	18	19	20	21 Steward's Meeting	22	23
24 31	25	26	27	28	29	30